



Louisiana Housing Corporation

An audio-video recording of these proceedings is available upon request by contacting the LHC

LHC Board of Directors

Executive Director Search Committee Meeting Minutes

Tuesday, January 11, 2022

**2415 Quail Drive
V. Jean Butler Board Room
Baton Rouge, LA 70808
3:00 P.M.**

Committee Members Present

Steven P. Jackson (Committee Chairman)
Stacy S. Head
Alfred E. Harrell, III (arrived at 3:34pm)
Richard A. Winder

Committee Members Absent

Jennifer Vidrine
Tonya Mabry

Board Members Present

Tony Ligi (Official Designee for Louisiana State Treasurer John M. Schroder)
Willie Rack
Anthony 'AP' Marullo, III

Board Members Via LIVESTREAM

Johnny Berthelot
Ericka McIntyre

Board Members Absent

Gillis R. Windham

Staff Present

Barry E. Brooks
Yolanda Martin
Leslie C. Strahan

Bridgette Richard
Dr. Shanta Harrison
Thomas Bates
Plezzetta M. West

Others Present

See Guests Sign-In Sheet

CALL TO ORDER

Executive Director Search Committee ("EDSC") Chairman Steven P. Jackson called the meeting to order at 3:13 P.M. Board Secretary Barry E. Brooks called the roll; there was a quorum.

PUBLIC COMMENTS

EDSC Chairman Jackson solicited any public comments. There were none.

AGENDA ITEM #3

The next item discussed was regarding an update from the Search Firm -- SSA Consultants.

Chairman Jackson gave a brief overview of the Search, noting the need for a very thorough and transparent Search for a permanent LHC Executive Director, and thanked LHC staff for their assistance in the matter(s).

Dr. Christel Slaughter with SSA Consultants noted that "...we are on a good start for this Search"; that a request had been made to the LHC Board Members to participate in an individual interview; that she'd received "...quite a lot of group consensus in comments"; that the goal was to look for a proven leader with impeccable character and strong finance skills, and good fiscal and technology experience; that a "...highly visible organization needs a strategically thinking leader"; and, that someone with experience in Louisiana would be helpful, but not necessary.

AGENDA ITEM #4

The next item discussed was regarding Posting of the ED Position Profile.

Committee Member Head noted that the Mission Statement in the Position Profile was not the same as the Mission Statement noted in the LHC Bylaws.

The aforementioned discrepancy was acknowledged, and noted that such would be revised accordingly.

Committee Member Head noted there might be a bit too much “minutia”, and that she liked broader expectations.

Chairman Jackson noted that he liked the listing of Programs Specific, noting such was not so much about knowledge and skills, but what is routinely expected in normal job activities.

Dr. Slaughter discussed additional aspects of the Position Profile (i.e., Required Knowledge and Skills, Education-Experience-Certifications-and Licenses, etc.), noting that a minimum bachelor’s degree is required with at least six (6) years of supervisory and/or managerial experience.

Committee Member Winder noted to “...be cautious and weary” of an applicant using LHC as a “bartering chip” to another job elsewhere, and that he would like a candidate who’s “...thinking long-term commitment”.

On a motion by Mr. Harrell and seconded by Ms. Head, it was moved that the EDSC approve the Position Profile, as presented, subject to the Mission Statement being the same as noted in the LHC Bylaws.

AGENDA ITEM #5

Next item discussed was regarding the Search Timeline (PowerPoint available upon request).

Dr. Slaughter went over the specifics of the matter, noting the planned Stakeholder, Staff, and Public Input events (via in-person, virtual focus groups, surveys, and information link on the LHC website).

Dr. Slaughter furthered, discussing Step 1, Step 2, and Step 3 phases, noting info would be distributed to all concerned parties, associations, Louisiana media, etc.

Of importance, Dr. Slaughter noted that applicants’ names would be confidential.

LHC Executive Counsel Martin briefly discussed aspects of Public Records as related to the process, and concurred that the actual applications would be public record.

Committee Member Harrell inquired to matters as related to Executive Session.

EC Martin noted that interviews would need to be conducted in public forum, and not in Executive Sessions.

Dr. Slaughter gave more specifics on Step 2 – noting that such would entail the conducting and tracking of initial screenings, administering of the HOGAN BASIS, developing a short list to present to EDSC in February, etc.

Dr. Slaughter gave more specifics on Step 3 – noting that such would entail screenings of shortlist, then final interviews scheduled with the Board of Directors; that she will ascertain the candidates' salary expectations as part of the screening; and reminded everyone that "... the process is not final until a contract has been fully executed".

On a motion by Ms. Head and seconded by Mr. Winder, it was moved that the EDSC approve the Search Timeline, as presented.

AGENDA ITEM #6

Next item discussed was regarding Public Input Sessions.

Dr. Slaughter discussed Next Steps (see PowerPoint – available upon request), noting that next would be posting of the Position Profile, email announcements, draft Press Releases to be approved by LHC, weekly updates, and that it would be "...a very transparent process".

On a motion by Ms. Head and seconded by Mr. Winder, it was moved that the EDSC approve the Public Input Sessions, as presented.

ADJOURNMENT

There being no other matters to discuss, Ms. Head offered a motion for adjournment that was seconded by Mr. Winder. There being no discussion or opposition, the motion passed unanimously.

The Executive Director Search Committee Meeting adjourned at 4:18 P.M.

Board Secretary, Barry E. Brooks